



COUNTY OF LOS ANGELES DEPARTMENT OF HUMAN RESOURCES

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MICHAEL J. HENRY
DIRECTOR OF PERSONNEL

August 11, 2006

To: Each Supervisor

From: Michael J. Henry 
Director of Personnel

Subject: **HUMAN RESOURCES STATUS REPORT ON KING/DREW MEDICAL
CENTER (KDMC)**

This status report reflects information as of August 10, 2006. Please keep in mind that this information changes daily; therefore, the information in this report is a snapshot in time.

DISCIPLINE

Overall, since January 2004, 475 disciplinary actions have been taken against KDMC employees. Of this number, 242 actions have been discharges or resignations. A total of 57 disciplinary actions have been taken against physicians and 40 physicians have been discharged or have resigned.

Since our last report, three cases have been closed and five additional cases have been opened. As a result, KDMC's open caseload is currently 49 (detailed summary information is contained in Attachments I and II).

None of the new cases involve physicians or nurses.

RECRUITMENTS

Three employees were appointed to nursing positions effective August 7, 2006. Two new employees were hired (one Staff Nurse and one Relief Nurse for the Psychiatric Emergency Room) and one employee was promoted (from Staff Nurse to Nursing Care Specialist II in the Medical/Surgical Department).

Each Supervisor
August 11, 2006
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If you have any questions, please call me.

MJH:STS
SBH:amb

Attachments

c: David E. Janssen
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**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - TABLE**

Period: 01/26/04 - 08/10/06

Dated: 8/10/2006

| | |
|----------------------|------------|
| Closed Cases - | 887 |
| Open Cases - | 49 |
| Referred Cases - | 13 |
| Grand Total = | 949 |

| TYPE OF ADMINISTRATIVE ACTION | Medical Staff ¹ | Ancillary ² Medical Staff | Nursing Staff ³ | Pharmacy Staff | All Other Staff | TOTALS |
|--|-----------------------------------|---|-----------------------------------|-----------------------|----------------------------|---------------|
| <u>Formal discipline:</u> | | | | | | |
| Discharges | 10 | 4 | 31 | 0 | 33 | 78 |
| Discharges of Probationers | 0 | 6 | 8 | 1 | 12 | 27 |
| Suspensions (6 - 30 Days) | 4 | 12 | 48 | 5 | 36 | 105 |
| Suspensions (1 - 5 Days) | 11 | 10 | 22 | 2 | 22 | 67 |
| Reprimands | 7 | 2 | 24 | 2 | 14 | 49 |
| Warnings | 1 | 2 | 1 | 3 | 5 | 12 |
| Resignations in Lieu of Administrative Action | 20 | 9 | 31 | 6 | 11 | 77 |
| Release of Temporary Employee | 14 | 1 | 36 | 0 | 8 | 59 |
| Medical Release | 0 | 0 | 0 | 0 | 1 | 1 |
| Subtotal | 67 | 46 | 201 | 19 | 142 | 475 |

| TYPE OF ADMINISTRATIVE ACTION | Medical Staff ¹ | Ancillary ² Medical Staff | Nursing Staff ³ | Pharmacy Staff | All Other Staff | TOTALS |
|---|-----------------------------------|---|-----------------------------------|-----------------------|----------------------------|---------------|
| Non-Disciplinary ⁴ Corrective Actions | 23 | 10 | 41 | 43 | 32 | 149 |
| Total Actions Taken | 90 | 56 | 242 | 62 | 174 | 624 |

- ¹ Includes: Physician series; Physician's Assistant; and Nurse Practitioners
² Includes: Surgical Technicians; Medical Technologists; etc.
³ Includes: Nurse series; Licensed Vocational Nurse; Nursing Attendant
⁴ Includes: Counseling; Effective Notices to Correct Performance; Reassignments; etc.

**KDMC HUMAN RESOURCES/PERFORMANCE MANAGEMENT
ADMINISTRATIVE ACTIONS STATUS REPORT - MEDICAL STAFF**

Period: 01/26/04 - 08/10/06

Dated: 8/10/2006

| TYPE OF ADMINISTRATIVE ACTION | Physician | Physician's Assistant | Nurse Practitioner | TOTALS |
|--|-----------|-----------------------|--------------------|-----------|
| <u>Formal discipline:</u> | | | | |
| Discharges | 8 | 2 | 0 | 10 |
| Discharges of Probationers | 0 | 0 | 0 | 0 |
| Suspensions (6 - 30 Days) | 3 | 1 | 0 | 4 |
| Suspensions (1 - 5 Days) | 8 | 3 | 0 | 11 |
| Reprimands | 5 | 2 | 0 | 7 |
| Warnings | 1 | 0 | 0 | 1 |
| Resignations in Lieu of Administrative Action | 18 | 1 | 1 | 20 |
| Release of Temporary Employee | 14 | 0 | 0 | 14 |
| Medical Release | 0 | 0 | 0 | 0 |
| Subtotal | 57 | 9 | 1 | 67 |

| TYPE OF ADMINISTRATIVE ACTION | Physician | Physician's Assistant | Nurse Practitioner | TOTALS |
|--|-----------|-----------------------|--------------------|-----------|
| Non-Disciplinary Corrective Actions | 21 | 1 | 1 | 23 |
| Total Actions Taken | 78 | 10 | 2 | 90 |